

PSJ1 Exh 32

Giant Eagle Bonus 2016 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and prescription volume.

II. Pharmacy Team Leader Calculation

Bonus Percentages			
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level. If a minimum bonus level is not achieved, then a bonus will not be paid out (including any kickers). 		Minimum	Target
		1%	2%
		Maximum	3%
Pharmacy Performance Modifiers ¹			
(1) <u>Prescription Unit Volume:</u>			
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above
0%	0.5%	1%	1.5%
(2) <u>Profitability:</u>			
Measurement			Kicker
Generate a Direct Business Line Profit and show a positive increase over last FY			1.5%
Measurement			Kicker
Inventory turns improvement of 2 turns or in Top 10% of chain for turns			.5%
Amber vial waste reduction better than goal or in Top 10% in chain			.5%
Achieve immunization goals for the year			.5%

Notes:

¹ The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

III. Staff Pharmacist Calculation

Bonus Percentages			
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level 	Minimum	Target	Maximum
	0.25%	0.5%	1%
Pharmacy Performance Modifiers ¹			
(1) <u>Profitability:</u>			
Measurement			Kicker
Achieve immunization goals for the year			0.5%
Inventory turns improvement of 2 turns or in Top 10% of chain for turns			0.5%
Amber vial waste reduction better than goal or in Top 10% in chain			0.5%

IV. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

V. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be licensed and actively employed at the date that are bonuses are paid in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

VI. If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.

VII. Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.